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# STEWARD UPDATE

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## FROM THE PRESIDENT: NEW STEWARD INCENTIVE PROGRAM RECEIVES POSITIVE RESPONSE

I would like to begin by thanking the 385 stewards who attended one of the five steward conferences conducted by the local in April. Your attention and participation during the day was greatly appreciated.

Through my conversations with stewards and in reading the completed conference evaluation forms, I am pleased to report that the conferences received extremely high marks, with many stewards commenting that they were better prepared to do their job after attending the conference. This is fantastic, because that was our goal! As we all know, in a right to work environment the local needs a high performing steward group to be successful.

The new steward incentive program was also met with a positive response by an overwhelming majority of stewards. It was great to see so many stewards really excited about the program and starting to work with each other and their union on a plan to become "Gold Stewards" right at the conference.

During the conference, stewards learned how many sign-ups they needed to become "Gold Stewards." Many were pleasantly surprised at how "doable" their numbers were, as they were just a few sign-ups away from reaching the Gold Standard percentages. Once a steward team hits these levels, it is recommended to build a cushion and stay on top of new member sign-up in order to maintain its gold status.

The percentages units are at on June 16 will determine stewards' eligibility level -- gold, blue or grey.

Stewards, who despite their best efforts, fall short of the gold standard will be placed at the blue level.

Stewards should expect to be evaluated by their union representative between June 16 and 30. During their evaluation, the pledge form stewards completed at the conference will also be reviewed to determine how stewards are progressing toward meeting their personal goals.

I encourage stewards to use their evaluation to have an honest, frank discussion with their union representative

regarding their performance and expectations, and develop a plan to reach their goals. This plan should also include actions the union representative can take to assist you.

Together, we can build a gold standard steward group and union.



**JOHN CAKMAKCI**

## HELP SPREAD THE WORD

### NEW MEMBERS ONLY DISCOUNTED EVENT AT THE TOLEDO ZOO

**NEW! UFCW 951 MEMBERS ONLY TRIP**  
**TOLEDO ZOO & AQUARIUM**  
**TUESDAY, AUGUST 8**



UFCW 951 is offering members a **NEW** opportunity to see 7,000 animals from 620 different species at the Toledo Zoo on **Tuesday, August 8**. Tickets include admission to all 74 acres of the zoo and the aquarium, as well as parking and an all-you-can-eat picnic lunch.

Tickets are limited and sold on a first come, first serve basis. The best way to purchase tickets before they sell out is online using your credit or debit card via PayPal by visiting [www.ufcw951.org/events](http://www.ufcw951.org/events). Order forms are available from union representatives and the union website, and must be received by **Friday, July 7**.

### TICKET COSTS

<b>Up to six tickets:</b>		<b>Additional tickets:</b>	
\$21 per adult	\$19 per child	\$31 per adult	\$29 per child
(Age 12 and up)	(Age 2 - 11)	(Age 12 and up)	(Age 2 - 11)

*Tickets include admission, parking and an all-you-can-eat picnic lunch. Children under the age of 2 are free!*

### THE UFCW GOLD STANDARD

<b>95%</b>	<b>20%</b>	<b>10%</b>
MEMBERSHIP	FOUNDATION	ABC

The new steward incentive program requires stewards to be evaluated twice a year. These evaluations will determine the amount of their annual steward incentive to be paid in December. During their evaluation, stewards will be placed at one of three levels listed below.

**Gold Level = \$500 per period.** Gold level stewards are performing at the highest level and their unit is at the goal of 95% membership sign-up, 20% Foundation sign-up and 10% ABC sign-up.

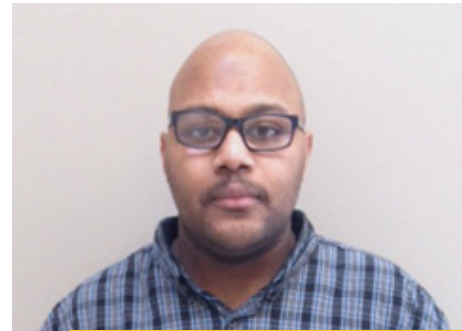
**Blue Level = \$250 per period.** Blue level stewards are performing at a satisfactory level, but have not achieved individual and/or team goals.

**Grey Level = \$0 per period.** Grey level stewards are performing at an unsatisfactory level. Stewards who receive two consecutive grey level evaluations will be removed from their steward position.

## STEWARD SPOTLIGHT: TRUE SECOND SHIFT STEWARD AT MEIJER #72

Kentredrick Chase is a natural in his role as a steward at Meijer #72 in Belleville.

Shortly after being hired, the other stewards at the store approached Chase as a group, asking him to join their team.



Honestly, I just like helping people. Because the union's helped me in the past, I feel like it's my duty to do the same."

— Kentredrick Chase from Meijer #72

"Ken is one of our newer stewards, but he is a true second shift steward," Todd Regis, union representative for Meijer #72, said. "He ends up dealing with members' scheduling issues almost every Friday and has a good ability to work with management and members to resolve grievances and gripes. Ken is a wonderful team player and covers the afternoon orientations — even ones he doesn't know about until he shows up that day."

Chase has filled an important role in the team's dynamics at the store as a second shift steward. "It's a major team effort," Chase said. "The other

stewards know everything about everything, and it makes it a lot simpler that I can jump on the phone and call them when I have questions. I'm good at talking to groups, so I handle the orientations."

While Chase realizes that he is still learning in his role as a steward, he is also aware of his unique strengths.

"I know that there are quite a few people at Meijer who don't know how to get the help they need. We have a lot of shy people in our store, and I can be their voice," he said.

Chase's advice to other stewards is to embrace the authority the union gives them so they can be that voice for members, too.

"I would say, 'Don't be timid,'" Chase said. "I understand management has authority, but we have the same kind of authority when we're representing the union."

## UNION LOOKS TO STEWARDS FOR HELP MOVING GRIEVANCES THROUGH THE SYSTEM QUICKER

As an organization, UFCW 951 has made a commitment to the membership to move grievances through the system quicker, a goal UFCW 951's president encourages stewards to assist the union in achieving.

"I have made it very clear to staff that having unresolved grievances that are months old is unacceptable," John Cakmakci, UFCW 951 president, said. "Every grievance we have has a member's name attached to it, and that member has the right to a swift decision on their issue. We need stewards to assist staff in making that happen."

Union representatives have been instructed to demand grievances be met on in a timely fashion, or move them to the next step in the grievance process.

"I'm tired of excuses from managers

and, in some cases, union representatives," Cakmakci said. "Everyone needs to coordinate their schedules to meet on grievances and make timely decisions. That is what the union and company representatives are paid to do. It is part of their jobs."

Union representatives have also been told it's acceptable to involve a manager's supervisor if they are getting the runaround over a grievance.

"I encourage staff to develop good working relationships with managers, but if a manager becomes unresponsive over a grievance, sometimes just copying their supervisor on an email gets the job done," Cakmakci said.

Union representatives have also been told to request arbitration dates as a way to move a grievance along.

"Requesting an arbitration date gets most company's attention," Cakmakci said. "They typically want to avoid the cost of an arbitration, so they suddenly become eager to settle the grievance."

Stewards can help move grievances through the system by reminding their union representative about the outstanding grievances and finding out what they can do to help speed the process along.

"Sometimes a union representative may need a reminder from a steward of our commitment to the membership to move grievances through the system quicker," Cakmakci said. "If these reminders don't result in action, stewards should call their union representative's supervisor to find out why the grievance is taking so long to resolve."

## THE VALUE OF UNION MEMBERSHIP: DAILY OVERTIME PAY

The Fair Labor Standards Act (FLSA) is a federal law that sets important standards protecting American workers. This law requires employees be paid at least time-and-a-half after 40 hours worked in a week.

What many union members may not know is that overtime pay after eight hours worked in a day is not required by law, only by their union contract. Almost all contracts between UFCW 951 and the members it serves include this overtime-after-eight benefit.

An employee working part-time hours, or full-time employees working 40 hours or less, cannot earn overtime under the law. Having contractually mandated overtime pay after eight hours deters employers from exploiting employees by forcing them to work long hours for days, while simultaneously preventing them from working 40 hours in a week.

"Overtime after eight hours in a day is among the most taken-for-granted benefits of a union contract. Many

members mistakenly think they have a legal right to overtime after working eight hours," John Cakmakci, UFCW 951, president, said. "Stewards need to remind members that the union fought hard for this right and overtime after eight hours is a benefit employers look to eliminate every time we sit down at the bargaining table."

Not only do current federal and state laws lack overtime-after-eight requirements, but the U.S. House of Representatives recently passed a bill called the "Working Families Flexibility Act," which would no longer require employers to pay overtime after 40 hours. If passed in the Senate and signed by the President, this bill would allow employers to offer "compensatory" time off instead of overtime pay.

This type of system is incredibly vulnerable to abuse by employers. While the bill prohibits coercing employees into taking comp time, workers that aren't protected by a union may not

have the legal resources to prove they weren't coerced. Employers can also restrict when workers take their comp time, like any other vacation or paid time off, based on "business needs."

Many workers also depend on the extra pay that comes from working overtime to meet their basic needs.

"Just like the Right to Work law has nothing to do with rights or work, the Working Families Flexibility Act is not aimed at giving working families more flexibility," Cakmakci said. "It's all about preventing workers from putting more money in their paychecks so employers can increase their bottom line. If this bill becomes a law, it is going to be much harder for unions to maintain their overtime provisions."

See the chart below to see how much is gained by laws and contractual guarantees that protect overtime pay, as well as how much workers could lose if this law is successfully passed.

### OVERTIME EARNED BY AN EMPLOYEE MAKING \$10 PER HOUR

#### Overtime after 8 hours, per a union contract:

Day 1	Day 2	Day 3	Day 4	Day 5	
10 hours	5 hours	8 hours	10 hours	5 hours	= 38 hours worked
\$30	\$0	\$0	\$30	\$0	= \$60 overtime pay

#### Overtime after 40 hours, per the current federal law, not covered by a union contract:

Day 1	Day 2	Day 3	Day 4	Day 5	
10 hours	8 hours	8 hours	10 hours	8 hours	= 44 hours worked
					/ \$60 overtime pay

In both cases, \$60 (4 hours) of overtime pay was earned in a given week. However, the union member was able to work 6 hours less than the non-union member to earn the same amount of overtime pay.

If this employee earned \$60 in overtime every week, even without a pay raise, he or she would make over \$3,000 just from time-and-a-half overtime pay! (\$60 overtime pay x 52 weeks = \$3,120)

If the current overtime bill proposed by House Republicans becomes law, employees are at risk of losing thousands of dollars a year. Without a union, employees may not be protected from employers forcing them to take compensatory time in exchange for the overtime pay they have a right to earn.